



COUNTY OF VENTURA
HUMAN RESOURCES



Exciting New Benefits for 2019

New Employee Benefit!!

No-Cost LinkedIn Learning Licenses Now Available for All County Employees!



To get started, go to the [LinkedIn Learning page](#) on the Training and Development website to sign into your LinkedIn Learning account.

Look for emails from Training.Administration@ventura.org for special LinkedIn Learning features in the coming weeks.

The County of Ventura is a learning organization and we are excited to introduce to you a new county benefit. Our commitment to learning just got BIGGER. Starting this month, employees will have access to LinkedIn Learning (formerly Lynda.com) for their own learning, growth and development. We understand the positive impact on you, your team and your department, when you are able to gain knowledge and skills to grow. Your LinkedIn Learning account will allow you easy and increased access to high quality options for learning.

When you sign on for LinkedIn Learning, you will have 24/7 access to 9,000+ online training videos taught by experts on a range of topics that can help you be more effective in your current role and better prepared for future jobs.

Kick Start 2019 with a Resolution Meltdown from VC-WELL

Start 2019 off right with a 10-week weight-loss challenge!

Occurring on 10 Mondays, (1/28-4/8), this challenge will give you 30 minutes a week of professional guidance, inspiration and physical activity support to lose weight in a healthy manner. Our licensed registered dietitian will provide resources and support through weekly emails full of healthy nutritional and scientifically backed weight loss tips. Each email will include a quiz question relating to the weight loss tips. Answer the quiz question each week and be entered into weekly drawings for health & wellness related prizes! For more information on the Resolution Meltdown, the scheduled weigh-ins and to register, please visit the [VC-WELL website](#).



Online Positive Parenting Benefit from WorkLife



Do you want your kids to listen without yelling, nagging or losing control?

You knew parenting wouldn't be easy, but no one told you it would be like this! If you're tired of the exhausting power struggles, the meltdowns, the fights and the guilt, now is the time to make a change! Learn how to break the cycle and be the parent you've always wanted to be!

Watch a [free 60 minute webinar](#), exclusive for County employees, that gives you some tools to reduce the yelling and the nagging. You will discover an exciting new benefit, just for regular County employees, that will help you feel more confident and successful as a parent.

Announcing the Debut of the New Ergo Lab!

The County's CEO Risk Management Division partnered with GSA in the development of our new Ergo Lab. The Risk Management Ergo lab is located at the Government Center, on the Lower Plaza level of the Hall of Administration and is available Monday through Friday during normal business hours.

"What is an Ergo Lab?"

The Ergo Lab is designed to showcase various ergonomic options as well as provide a demonstration resource for Agency Safety Representatives and Ergonomic Evaluators. The multiple ergonomic solutions provided by the County's vendors include; fully adjustable task chairs, keyboard trays, keyboards, mice, articulating arms, and sit/stand desk options. All the items within the Ergo Lab were carefully chosen for price, adjustability, warranty, and weight ratings.

[For more info on the Ergo Lab](#)



Firefighter Open House



Share with Family and Friends!

Learn about exciting career opportunities with the Ventura County Fire Department. Attend an Open House event on one of the following dates:

- Tuesday, January 8 - 6:00-7:00pm
- Saturday, January 19 - 9:00-11:00am
- Tuesday, January 29 - 6:00-7:00pm
- Saturday, February 9 - 9:00am - 1:00pm

Please see flyer for event description and address. All events are FREE and open to the public

[Registration is Required](#)

Leading the Way with Training and Development



LEAP Celebrates Graduates

Congratulations to the Fabulous 5 for graduating from the Leadership Excellence and Action Program (LEAP) in November 2018!

LEAP is our County's in-house executive leadership development program. As emerging executive leaders, LEAP participants play a critical role in fulfilling the County's strategic plan and ensuring that we are prepared to meet the ongoing needs of the community, as well as fulfilling other essential elements of the County's mission. LEAP gives leaders the skills and tools to increase employee accountability, maximize employee engagement, and build dependable relationships across agencies and departments.

Employee Assistance Program - Always There For You



Traditionally, the New Year is a time to look ahead. It is a time to let bygones be bygones, and to start over with hope for a better future. However, this Holiday Season was bittersweet for many in our County Family. Closing the book on last year may not happen so easily.

At a time when personal and professional goals are being set, the [Employee Assistance Program \(EAP\)](#) would like to remind County of Ventura Employees that confidential counseling is available to them. EAP services are free to all County employees, their spouses and dependents, if they are enrolled in a County-sponsored medical plan or opt-out plan. Up to five free sessions are offered, including after-hours appointments.

Whether you want support in reaching your New Year's Resolutions or help processing the past, please feel free to call EAP at (805) 654-4327.

Workplace Savings - Your Roadmap to Retirement

2019 Contribution Limits

Retirement plan contribution limits are set annually by the Internal Revenue Service (IRS). A plan contribution is the amount of money you set aside on a bi-weekly basis for your retirement within the 401(k) and/or 457 plan(s). The contribution limit is the total amount that you can contribute annually. This limit is for employee contributions only and does not include employer matching contributions. For 2019, the IRS has announced they will be increasing these limits by \$500.00.

To change your contributions call Fidelity at 800.343.0860 or logon to [Fidelity NetBenefits](#). Remember, there is a waiting period for any changes to your 457 contribution. Contact the [Deferred](#)

VENTURA COUNTY
DEFERRED COMPENSATION
401(K) Shared Savings
& Section 457 Plans



2019 Maximum Annual Deferral	401(k) Shared Savings Plan	Section 457 Plan
Under Age 50	\$19,000	\$19,000
Age 50 and Over Special Catch-Up (If you're at least 50 or will turn 50 in 2019)	\$25,000	\$25,000
Section 457 Plan Special Catch-Up (You must have prior years of unused deferrals and meet certain age and service requirements.)		\$38,000



Managing Market Volatility

Conventional wisdom says that what goes up, must come down. But even if you view market volatility as a normal occurrence, it can be tough to handle when it's your money at stake. You wouldn't be human if you didn't fear loss. Nobel Prize-winning psychologist Daniel Kahneman demonstrated this with his loss-aversion theory, showing that people feel the pain of losing money more than they enjoy the gains. When markets get choppy, it pays to have an investing plan and to stick to it.

Fortunately, there are simple ways investors can protect their portfolios during periods of market volatility. The Fidelity Viewpoints article [Investment Strategies for Volatile Markets](#) provides helpful tips and advice on managing the markets ups and downs.

For in-person guidance and assistance creating your investment plan, schedule a complimentary appointment with our onsite Fidelity Retirement Planner, Andrew Kremer, CFP, by calling **800/642-7131** or visiting [Fidelity.com](https://www.fidelity.com). You can also give Fidelity a call at **800/343-0860** to speak to a licensed professional and get the assistance you need over the phone.

Looking For Help Managing Your Financial Life? Search No More!

Finding financial help can be challenging. Not the automated, one-size-fits-all kind of help you get when you search online, but the useful and reliable kind that has you in mind. That's why the County of Ventura has made more financial help available in NetBenefits®.

NetBenefits® has expanded to become a one-stop shop for everyday financial help. You will find a wide range of topics, tools and suggestions- all sorted and prioritized for you so you can quickly find the help you are looking for and get on your way.

Log in at [NetBenefits.com/ventura](https://netbenefits.com/ventura). The first three suggestions of your Financial Wellness Personalized Action Plan are always within reach on the NetBenefits® home page.



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Work Healthy, Live Well

WELLthy Cash Award

VC-WELL (Wellness Program) loves to encourage employees to take control of their health and be active. In 2016/17, Fitbits were offered as a wellness incentive. For 2018, cash was king. The new incentive program, known as "**WELLthy Cash**", offered eighty (80) \$500 cash rewards through a random drawing to wellness program participants who completed both parts of the Personal Wellness Profile (PWP) and walked at least 245,000 steps during the challenge. Nearly 260 employees completed all the required activities and were entered in the drawing. VC-WELL noted a **31% increase** in PWP health screenings, and the highest number of worksite screenings in 2018 ever! Congratulations to all who participated! You are true winners for taking action to improve and maintain your health!



County Employee Softball Tournament

This past October, nine county agencies competed in the first ever County Employee Softball Tournament, hosted by VC-WELL. After three days of round-robin games, all teams

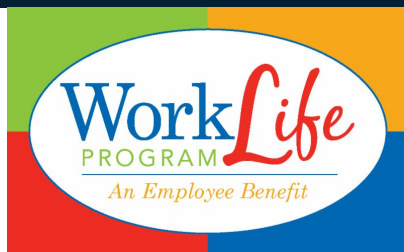


were seeded in two brackets for a single elimination playoff championship. The championship finale saw a tough Probation team taking on a 'never-say-die' team from Public Works (PWA). The Probation team prevailed and claimed the title in a 13-7 win over PWA. For some of the participating agencies, this was their first attempt at fielding a team. Everyone played with enthusiasm, courage and spirit!



Due to the popularity of the event, VC-WELL is planning to host the second annual County Employee Softball Tournament in the fall of 2019. If your agency didn't participate in the 2018 games but there is interest for 2019, let your Agency/Department Head know so you can start recruiting your agency/department co-workers. The call for teams will come in the spring.

Keeping Your Balance with WorkLife



The WorkLife Program provides resources to help you care for the most important people in your life!

Visit the [WorkLife webpage](#) to access resources on child care discounts, positive parenting, lactation accommodation, elder care support group, housing benefits, and new baby resources.

County of Ventura • CEO/Human Resources • WorkLife Program

Child Care / Preschool Discount Program

August 1, 2018 to July 31, 2019

For County of Ventura Employees

800 South Victoria Avenue, Ventura CA 93009 (805) 477-7234

Over 70 licensed child care/preschool programs in Ventura County offer discounts to County employees.



Need resources for seniors? Look into the "Live Well" guide for local programs and resources.



Thinking about Buying a Home? Attend a Free Home Buying Seminar!

January 29 & March 12
5:30pm - 7:00pm

Government Center, HOA, Ventura

Whether you are a first-time home buyer, move-up buyer or getting back into the housing market, the information provided will give you the tools you need to be a more informed buyer. For more information and to register for an upcoming seminar, visit the [Coastal Housing Partnership](#) website.